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# THE MICHIGAN LIBRARIAN

*October*  
1942

*Formerly*

**THE MICHIGAN SCHOOL LIBRARIAN**

**VOLUME 8  
NUMBER 3**

## EXHIBITORS AT LANSING

While you are attending meetings of the Michigan Library Association at the Hotel Olds in Lansing, October 14-17, you are invited to visit the exhibits. A directory of the exhibitors follows:

ADULT EDUCATION COMMITTEE,  
Michigan Library Association.

AMERICAN LIBRARY ASSOCIATION,  
Chicago.

AMERICANA CORPORATION, New York.

CAXTON PRINTERS, LTD., Caldwell, Ida.

COMBINED BOOK EXHIBIT, New York.

F. E. COMPTON AND COMPANY,  
Chicago.

DOUBLEDAY, DORAN AND COMPANY,  
INC., Garden City, New York.

ENCYCLOPAEDIA BRITANNICA, Chicago.

\*GAYLORD BROS., INC., Syracuse, N. Y.

ERNST HERTZBERG AND SONS,  
Chicago.

\*A. C. McCLURG AND COMPANY,  
Chicago.

THE MACMILLAN COMPANY, Chicago.

NATIONAL BIBLIOPHILE SERVICE,  
New York.

\*NEW METHOD BOOK BINDERY, INC.,  
Jacksonville, Ill.

THE QUARRIE CORPORATION, Chicago.

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\* Starred exhibitors are advertisers in *The Michigan Librarian*.

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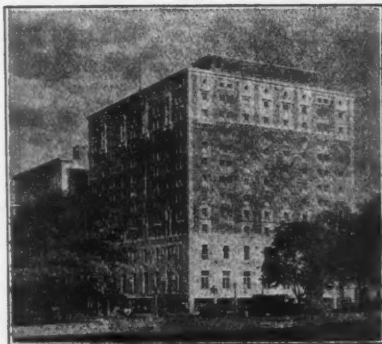
## HOTEL OLDS

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# THE MICHIGAN LIBRARIAN

THE OFFICIAL ORGAN OF THE MICHIGAN LIBRARY ASSOCIATION

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## Wartime Plans for Peace

IN a total war every citizen has a part to play. There are no remissions. So it is also with institutions. If an institution performed a useful function before the war, it must now increase its efficiency, serve more people, and serve them better.

Libraries and schools are as much a part of this war as armies and navies. The distinction between the civilian and the man in the armed forces tends to disappear under conditions of total warfare. Realizing this feature of total war, our American librarians are striving with all their might to meet the needs of the American people. It is not merely that they aim to supply trusted information about the war itself, but also to stand guard over our cultural ideals. The heritage of American democracy is registered in our best literature. This literature must now be made readily available to young and old alike. Only in this manner is it possible to win this war on both fronts, the military and the cultural.

EDUARD C. LINDEMAN  
*New York School of Social Work  
Columbia University*

THIS war has taught the people of the United States that the resources of a nation are not locked up in a vault. Our resources consist of our land, water, crops, minerals, forests; our hands; our minds; our skills. At the present time those resources are being used in an effort to win the war. Having shown our willingness to use our resources for destructive purposes, should we be any less willing to use them in the future for the constructive purpose of rebuilding our cities and our rural areas so that they are really suitable places in which to live? We have all of the resources needed to provide decent shelter, good food, recreation, employment, security for all people in this nation. When the war is over, the people will insist that our resources be so employed.

WALTER H. BLUCHER, *Executive Director  
American Society of Planning Officials*

THE Nazis and Fascists have long recognized the possibilities for their cause which are inherent in racial hatred and have made large use of the concept of racial superiority for their own people.

The United Nations have done otherwise, having expressed themselves as favoring equality of opportunity for all men. How else could one interpret the meaning of the Atlantic Charter? However, in too large measure our people are ready to grant freedom to suppressed peoples abroad, but slow to accord similar rights to minority groups at home. We can and must move significantly in this direction during the present war period while our people are ready to accept fundamental changes in their social and economic structure, but we dare not stop at the close of the war if we would prevent a future war.

C. O. ARNDT  
*School of Education  
Northwestern University*



# FIFTY-SECOND ANNUAL MEETING

Lansing, October 14-17

## THEME:

*The Library, a Vital Cog in  
Wartime Machinery*

THE Hotel Olds in Lansing will once again be the headquarters for the annual meeting of the Michigan Library Association. As implied by the theme, convention discussions will emphasize the library's responsibility with regard to the war effort.

Not only must the war be won, but sound plans must now be laid for a lasting peace and for the future of this country and the world. It is therefore imperative that the people of this nation have information on more than those subjects which bear directly on the war itself. Factual knowledge and ideas which will apply to the peace and post-war conditions are also essential, so that the public will be in a position to make intelligent decisions on significant questions. Thus is placed on the library an obligation not only to supply pertinent books and pamphlets, but to actively promote reading and thinking on important issues.

In order to guide others, librarians themselves will need to have information on wartime subjects and an understanding of the problems and issues involved. This program has been planned with such a goal in view. There will be an opportunity to hear outstanding speakers; to take part in discussions; to examine books and pamphlets which will be helpful in an effort to promote reading on these questions.

The program differs radically from that of other annual meetings, in two ways. (1) It has been built around discussions of significant questions rather than speeches. (2) Because the chairmen of sections and round tables were willing to forego their individual meetings, it has been possible to schedule



*Headquarters: Hotel Olds*

most of the time for general meetings to be attended by all.

Since it is so important at this time that libraries meet their full responsibilities with regard to war and post-war problems, and that all librarians understand those problems, these changes seemed desirable and necessary. It is expected that this meeting will provide many ideas and practical aids for the wartime activities of Michigan libraries.

## WEDNESDAY, OCTOBER 14

2:00 P.M.

MEETING, EXECUTIVE BOARD, MICHIGAN  
LIBRARY ASSOCIATION.

4:30-6:00 P.M.

MEETING, DISCUSSION GROUP LEADERS, FOLLOWED BY DINNER.

*Chairman:* Mrs. Loleta D. Fyan, State Library, Lansing.

*Leaders:* Adeline Cooke, Baldwin Public Library, Birmingham; Cecil McHale, Department of Library Science, University of Michigan, Ann Arbor; Caroline Dudley, Jackson; Maud Grill, Jackson County Library, Jackson; Mrs. Iva Wight, Charlotte; Mrs. John S. Lambie, Birmingham; Jeanne Griffin, Kalamazoo Public Library; Mrs. Lodisca P. Alway, State Library, Lansing; Helen Hempstead, Wayne County Library, Detroit; Ann Farrington, Herman Kiefer Hospital Library, Detroit; Andre Nielsen, Ryerson Public Library, Grand Rapids; Ruth Rutzen, Detroit Public Li-



*Eduard C. Lindeman*

brary; Elsa Struble, Alma Public Library; Hobart Coffey, Law Library, University of Michigan, Ann Arbor; Mrs. Mary Kenan, Muskegon County Library; Fannie Sheppard, Wayne County Library, Detroit; Mrs. Aileen Lindbert, Lenawee County Library, Adrian.

8:00 P.M.

**FIRST GENERAL SESSION.**

Address: "What Are We Fighting For?" John Mackenzie Cory, Chief, Library Liaison Unit, Office of War Information, Washington, D. C.

**INFORMAL RECEPTION.**

Lansing Library Club, Host.

**THURSDAY, OCTOBER 15**

8:00-9:30 A.M.

**BREAKFASTS.**

M.L.A. Committees.  
Summer Library Institutes and Workshops Reunion.

10:00-12:00 A. M.

**GENERAL BUSINESS MEETING.**

12:30 P.M.

**TRUSTEES LUNCHEON.**

2:00 P.M.

**SECOND GENERAL SESSION.**

"What Are Civilian Groups Doing for the War?"

*Chairman:* Eduard C. Lindeman, New York School of Social Work, Columbia University.

*Panel:* Eleanor G. Coit, American Labor Education Service, New York City, representing industrial workers; Henry J. Ponitz, Secretary, Michigan Council on Adult Education, representing educational groups; Mrs. Ralph A. Sawyer, Consumer Activities Division, Michigan Council of Defense, representing women; John Yeager, President, Michigan Farm Bureau, representing the farm group.

3:30 P.M.

**DISCUSSION GROUPS.**

"What Are Libraries Doing for the War?"

*Leaders:* Librarians and library trustees.

6:30 P.M.

**INFORMAL DINNER.**

*Speaker:* Eduard C. Lindeman, New York School of Social Work, Columbia University.

*Eleanor G. Coit*



*The Michigan Librarian*



9:00 P.M.

COUNTRY DANCING.

Lansing Library Club, Sponsor.

FRIDAY, OCTOBER 16

8:00-9:30 A.M.

BREAKFASTS.

M.L.A. SECTIONS AND ROUND TABLES.

Short business meetings (without speakers) for committee reports, election of officers, etc.

College Libraries Round Table, Merrill M. Jones, Michigan State College, *Chairman*.

County Libraries Round Table, Mrs. Lillian S. Navarre, Monroe County Library, *Chairman*.

Hospital Libraries Round Table, Ruth Dancer, Eloise Hospital Library, *Chairman*.

Junior Members Round Table, Janet Teale, Kalamazoo Public Library, *Chairman*.

Lending Round Table, Helen Clears, Saginaw Public Library, *Chairman*.

Reference Section, Gladys Blakely, Saginaw Public Library, *Chairman*.

Regional Group of Catalogers, Catherine Campbell, Law Library, University of Michigan, *Chairman*.

Paul E. Middleton



Walter H. Blucher

10:00 A.M.\*

THIRD GENERAL SESSION.

"What Is Being Done Toward State and National Planning?"

*Chairman:* Walter H. Blucher, Director, American Society of Planning Officials.

*Panel:*

James McConnell, Coördinator, Michigan Rural Youth Project, American Youth Commission.

Paul E. Middleton, National Resources Planning Board.

George Ross, Michigan State Planning Commission.

Leon S. Waskin, Director of Instruction, State Department of Public Instruction, Lansing.

11:30 A.M.

DISCUSSION GROUPS.

"What Can Libraries Do to Help in Planning for the Future?"

*Leaders:* Librarians and library trustees.

1:00 P.M.

LUNCHEONS.

Staff Associations

Outgoing and Incoming M.L.A. District Officers and Outgoing and Incoming M.L.A. First Vice-Presidents.

October, 1942

2:30-5:00 P.M.

**VISITS TO LIBRARIES AND PLACES OF INTEREST  
IN LANSING AND EAST LANSING.**

Ingham County Library  
State Library  
Lansing Public Library  
East Lansing Public Library  
Capitol and State Law Library  
Michigan State College

**EXHIBIT INSPECTION.**

Publishers' and binders' exhibits  
Pamphlets and books on current issues of value  
for discussion groups, prepared by the  
M.L.A. Adult Education Committee  
Books on current issues available from the  
State Library  
Pamphlets of special interest on Michigan gov-  
ernment and affairs  
H. W. Wilson Publicity Honor Roll

3:00-5:00 P.M.

**TEA FOR CHILDREN'S LIBRARIANS.**

Lansing Public Library Children's Room.

6:00 P.M.

**ANNUAL BANQUET.**

**SATURDAY, OCTOBER 17**

8:00-9:30 A.M.

**SCHOOL LIBRARIANS' BREAKFAST AND BUSINESS  
MEETING.**

10:00 A.M.

**FOURTH GENERAL SESSION.**

"What Is the Program for the Year Ahead  
in Michigan Libraries?"

*Chairman:* Ralph Ulveling, Librarian, De-  
troit Public Library.

Recommendations based on summaries and  
reports of discussion groups

10:00 A.M.

**MEETING FOR CHILDREN'S LIBRARIANS AND  
THOSE INTERESTED IN WORK WITH CHILD-  
REN.**

"Books Are Fun," Mrs. Lillian J. Bragdon,  
Editor of *Books for Young People*, Al-  
fred A. Knopf, Inc.

Musical interlude: Choral speaking by  
children of Lansing public schools.

12:30 P.M.

**LUNCHEONS.**

School Librarians.

Speaker to be announced.

**Children's Librarians.**

Business meeting.

Incoming and Outgoing Executive Boards.

**CONSULTATION SERVICE**

Members of the State Board for Libraries  
and members of the staff of the State Library  
will be available for consultation on prob-  
lems of state aid or other problems concern-  
ing school and public libraries.

**Hotel Information**

**T**HE Hotel Olds has been chosen as the  
headquarters hotel for the annual meet-  
ing. The Hotel Porter and the Hotel Roose-  
velt are nearby hotels also recommended.  
The former is four blocks from headquarters  
and the latter, one block distant. The  
Y.M.C.A. and Y.W.C.A. are also nearby and  
both have a few rooms at very reasonable  
prices. Both Associations have listings of  
rooms in private homes. Hotel rates are as  
follows:

**HOTEL OLDS, Opposite the Capitol**

Single—with bath .....\$2.50 to \$4.00  
Double—with bath (double bed) ..\$4.00 to \$7.00  
Double—with bath (twin beds) ...\$5.00 to \$7.00

**HOTEL ROOSEVELT, 220 Seymore Street**

Single—without bath .....\$1.50  
Single—with bath .....\$2.00 and up  
Single—with connecting bath ....\$1.75  
Double—without bath .....\$2.50  
Double—with bath (double bed) ..\$3.00 and up  
Double—with bath (twin beds) ...\$4.00 and up  
Double—with connecting bath ....\$2.75

**HOTEL PORTER, Townsend Street at Lenawee**

Single—with bath .....\$2.50 and up  
Double—with bath (double bed) ..\$4.00 and up  
Double—with bath (twin beds) ...\$5.00 and up  
Suite .....\$6.00 and up

**EATING PLACES**

In addition to the above hotels, there are  
several good eating places in Lansing and  
East Lansing. Estill's Cafeteria at 120 West  
Allegan St. is in Duncan Hines' book. So is  
the Michigan State College Union Cafeteria  
in East Lansing. Also, in East Lansing is the  
well-known Hunt's Food Shop.

# Who's Who Among Our Speakers\*

WALTER H. BLUCHER

MR. BLUCHER is well remembered in Michigan for his services on various planning commissions and boards. His work as consultant of the Michigan State Planning Commission and as housing consultant of the Detroit Housing Commission, as well as city planner and secretary of the Detroit City Planning Commission, won for him national recognition. He is at present a consultant on the National Resources Planning Board, member of the Illinois State Planning Commission, and Executive Director of the American Society of Planning Officials, Chicago.

ELEANOR G. COIT

A graduate of Smith College and Columbia University, Miss Coit is a nationally recognized authority in the field of workers' education. As a Fellow of the American Scandinavian Foundation, she has traveled in Denmark and Sweden making a study of workers' education in these countries. A former member of the staff of the Children's Bureau of the United States Department of Labor, Miss Coit is at present Director of the American Labor Education Service. She serves also as chairman of the Workers Education Committee of the American Federation of Teachers, consultant of the National Labor Advisory Committee of the Workers' Service Program, and member of the Executive Board of the American Association for Adult Education, as well as the Governing Board of the Wellesley Institute for Social Progress. She is also the author of *Government Support of Workers' Education* and of various journal articles.

EDUARD LINDEMAN

Born in St. Clair, Michigan, graduated from Michigan State College, Mr. Lindeman is one of our state's most distinguished sons. He has

\*Several of the speakers appearing on our panel discussion program are Michigan people well known to members of the Michigan Library Association. Because of this fact, and in order to conserve printing space, the names of these speakers do not appear in the biographical notes.

long been associated with various social agencies in the fields of community organization, adult education, and social planning. He has served as a member of the Executive Committee of the New York Council on Adult Education since 1933, chairman of the New Jersey Library Planning Commission and New Jersey Social Planning Commission since 1934, and was for ten years Chairman of the Library Board of the Hunterdon County Library. As one of the leaders in the adult education movement, Mr. Lindeman published one of the first American books in this field. He is the author of numerous books and periodical articles and a very popular teacher in the New York School of Social Work, Columbia University.

PAUL E. MIDDLETON

Associated with the National Resources Planning Board since 1937, Mr. Middleton for the past year has been acting counselor for the Board. He is located in Indianapolis where he also conducts a general civil engineering practice.

## Convention Committees

The committee in charge of exhibits for the annual convention at Lansing is Andre Nielsen, Technology Assistant of the Grand Rapids Public Library, *Chairman*, with H. Glen Fitch of the Michigan State College Library, East Lansing, as his assistant. Any group or individual planning an exhibit at the meeting should get in touch with one of these men.

The local convention committee will take care of any questions concerning rooms for meetings, meals to be served to groups, local publicity, and other matters which require the attention of some one in Lansing. The chairman of this committee is Helen M. Clark, State Library, Lansing, who is assisted by the committee listed in the March issue of *The Michigan Librarian* and by the members of the Lansing Library Club.

## War Planning in Michigan Libraries

**D**URING the past summer, the Planning Committee of the Michigan Library Association circularized approximately one hundred Michigan libraries in an effort to learn what was being done in the field of post-war planning. The attention of the librarians was called to the fact that the federal and state governments are very much interested in building up a pool of work-reserve projects which may be undertaken at the end of the war and for which federal or state funds may be available. The librarians were asked to list their post-war plans and to state the approximate amount of money which would be involved in carrying those plans into execution.

A high percentage of the librarians circularized sent replies. Only one showed any irritation, and only a few libraries were unable to make any estimates. The replies received indicate that many alert librarians are making long-range plans covering new buildings, remodeling, repairs, equipment, and increase in service. These plans may involve a total expenditure of \$6,000,000. It is believed that the number of libraries circularized gives a fair indication of post-war library needs in the state of Michigan.

A summary of the replies received will be

sent to George Ross of the Michigan State Planning Commission. The questionnaires themselves, which contain much important data, will be deposited with the librarian of the State Library. When the time comes for taking advantage of grants from the federal and state governments for library purposes, the Michigan Library Association will see that the matter is brought to the attention of all librarians in the state.

A second activity of the Planning Committee has concerned the problem of files of Michigan newspapers in Michigan libraries. As a result of a plan initiated by the committee, a group of libraries will in the future be responsible for acquiring and preserving files of thirty-nine Michigan newspapers. With the assurance that each of these thirty-nine newspapers is now being preserved somewhere, other libraries may find it possible to discontinue their subscriptions, or at least, to get rid of their holdings of back numbers.

A full list of the newspapers being preserved and the libraries assuming responsibility for their preservation will be published in a later issue of *The Michigan Librarian*.

HOBART COFFEY, *Chairman*

*Law Library, University of Michigan*

## Adult Education at the Convention

**T**HE Adult Education Committee will have an exhibit of materials suitable for use with local discussion groups this winter. Both the American Library Association and the Michigan Council on Adult Education are urging communities to organize discussion groups centering around the issues for which we are fighting and the principles on which any lasting peace should be based. Materials, therefore, on the organization of such groups as well as materials suitable as bases for discussion, will be very much in demand. There will also be a great demand for good speakers who are available to act as leaders for these groups.

The Adult Education Committee will have at its Exhibit Table books and pamphlets on issues of the war and will act as consultants on the organization of reading or discussion groups. They will also have for distribution a very useful list of speakers available this winter from various educational institutions in the state, together with their topics and fees. This list should prove an invaluable aid to groups planning programs on current events. Its preparation shows unusual care and persistence on the part of its compiler, Caroline Dudley, formerly of the Jackson County Library, and a member of this year's Adult Education Committee.

# WARTIME ACTION

## by the SCHOOLS

By J. CECIL PARKER

FOR years one of the major developments in education has been the effort to realistically accept responsibility for helping individuals and groups formulate and attain individual and social goals as they live everyday in an evolving culture. This year American schools function in a world at war. The war that exists has reached such proportions that the formulation and attainment of individual and group goals by the American people is of necessity an integral part of the war effort and the war goals. We must make full use of the power and resources of the country in our



EDITOR'S NOTE: *At a recent Lansing conference on educational policies and war adjustments called by the State Department of Public Instruction, representatives of virtually all Michigan colleges and universities, public schools, and other agencies concerned with adult education, extension service, and vocational training, discussed the changes which the impact of war is compelling in the educational system. It was generally agreed that a radically new concept of education, more utilitarian and social, will rapidly evolve, and that curriculum changes on all levels will continue long after immediate war needs have been satisfied.*

Mr. Parker, Director, Michigan Study of the Secondary Curriculum, State Department of Public Instruction, asserted before the conference that the business of living in an organized community should be made a prime objective of education. In this article, Mr. Parker describes lines of action which the schools will take in meeting the war's new demands.

Libraries will be much concerned with these new concepts and changes, and should be fully cognizant of all educational trends if they assume their rôles of service and leadership among educational institutions.

war effort, and in the maintenance, extension, and improvement of the democratic way of life. The schools must make their maximum contributions not only to the meeting of problems produced by the impact of the war upon our daily lives, but also to the war effort, and to a constructive peace.

### IMMEDIATE CHANGES URGED

The significance and urgency of the situation requires that important and far-reaching changes be made immediately in the programs of elementary schools, high schools, and colleges. Satisfactory answers regarding what changes must be made are, and will be, forthcoming from each local school and college staff as it considers, together with its students and community, the situation we are in, our goals, and our existing resources. The war calls for rapid action. We must move fast. Each school and college faculty must immediately plan and execute coöperatively such changes as promise to increase the contributions made to the formulation of clear-cut war aims, the winning of the war, and to the meeting of the problems of the impact of the war upon our daily lives.

The following suggestions are from many sources and seem to merit the consideration of every elementary school, high school, and college staff. It is obvious that, in so brief a time and space, it is not possible to propose a comprehensive and complete list.

### STRESS DEMOCRATIC IDEALS

*First:* The schools and the colleges must make certain changes which will increase our contributions to the maintenance, extension, and improvement of our democratic way of living. Some of the possible actions worthy of consideration by schools and colleges in this area seem to be:

1. Increased opportunities for students to experience coöperative planning, execution of plans, and evaluation.



2. Study of the obligations and rights of citizens in a democracy.

3. Increased participation in community organizations, planning, and action.

4. Introduction of new materials such as the Atlantic Charter.

5. Intensified study of communications; analysis of newspapers, periodicals, radio speeches, movies, rumors, propaganda.

6. Study of purposes, problems, and achievements of labor groups, farm groups, racial groups.

7. Study of the obligations involved in maintaining civil liberties.

8. Formation of student-teacher-parent forum groups on an informal basis to consider war issues.

9. Organization of the library and appropriate classes as centers of information in such areas as the progress of the war, the world situation, economic problems, the program of the federal government.

#### HEALTH PROGRAM IMPORTANT

*Second:* The schools and the colleges must make changes which will contribute more effectively to the health and physical fitness of the American people. In this instance, schools and colleges may well consider:

1. Improvement of the school feeding program including its use as a resource for learning.

2. A concerted effort to provide thorough physical examinations with correction of deficiencies and other aspects of follow-up cared for.

3. Appropriate physical fitness programs designed to increase the bodily vigor of youth.

4. Appropriate instruction in first aid and safety.

5. Increased opportunities for participation in constructive emotional outlets.

#### PLAN COÖPERATIVE OPPORTUNITIES

*Third:* The schools and the colleges must make further changes which contribute to the development of new ways of thinking about the world situation. The situation with which we are now faced is in reality a new one. It must be met with new ways of thinking and acting, and it must be met

with haste. The most essential element of the necessary new ways of thinking and acting is that of the coöperative method of solving our problems, of planning, of acting, and of evaluating. This should mean that the schools must provide countless opportunities for youth and adults to solve problems coöperatively, to act coöperatively, and to evaluate coöperatively.

In addition, we have passed from the world of the steamship to the world of the airplane. Our concept of the world, of space, of time, and of distance, must be revised. Polar-projection maps and new ways of thinking about time and distance will find their way into instruction in our schools.

#### PRACTICAL COMPETENCIES REQUIRED

*Fourth:* The schools and the colleges must make changes that more effectively induct boys and girls into subsequent experiences. It is significant here to note that "induct" really means to bring in, to install, or to initiate. The situation in which we find ourselves means that the probable subsequent experiences of boys and girls now in our schools and colleges are somewhat different from those of only a short time ago. These boys and girls will be inducted into the armed services, into war industries, and into homes and communities radically changed by the impact of participation in a global war.

School curricula must have an essential meaning for these times. Serious consideration and action regarding increased competencies with the mechanical activities required in mechanized war and in the production of war materials is indicated. Necessary functional mathematics and science will be included. The tank, the truck, the airplane, the radio; photography, navigation, and the firing of guns, have become matters of major significance. For many youngsters, study of the life in and qualifications for the various branches of the armed services is an important aspect of adjustment to probable subsequent experiences.

*Fifth:* The schools and the colleges must make changes that contribute to the necessary production of war materials, the pre-

(Continued on Page 18)



# M. L. A. SUMMER INSTITUTES

## *Third Series, 1942*

THE Third Summer Institute of the Michigan Library Association was held at Waldenwoods, Hartland, July 30 to August 2, 1942. A combination State Board for Libraries Workshop and Michigan Library Association Institute was held at Camp Shaw near Munising, August 4 to 6. In spite of the difficulties of travel, there were an even hundred in regular attendance at Waldenwoods and forty-eight at Camp Shaw, with additional visitors at both institutes.

### WARTIME THEME STRESSED

Formerly the institutes have been held for those interested in the development of rural libraries. This year the scope was broadened in order not to duplicate the work of the State Board which was initiating its workshops for rural librarians. Therefore, a program was developed intended to be of interest to all librarians, city and rural. The theme of the institutes was logically, "The Re-directing of Library Service in Wartime," and all subjects had a bearing on this theme, either directly or indirectly.

### PROGRAM FEATURES GROUP DISCUSSION

One of the main objectives of the Waldenwoods Institute was to develop in its members the art of group discussion work, both as leaders and as participants. In order to encourage this, a very informal air was fostered during the entire institute. There were questions and comments after all lectures—the speakers giving of themselves most graciously. There were also two very good panel discussions. The first was quite impromptu, being organized during the Friday morning session by Mrs. Loleta D. Fyan, State Librarian, in answer to a demand for a discussion of county library problems, particularly those of transportation difficulties facing county libraries at this time. Mrs. Fyan selected about eight people to serve on the panel, but the discussion soon drew in others. Although no definite solution of the problems could be arrived at, this was re-

membered as one of the most profitable meetings of the institute.

The other panel was also led by Mrs. Fyan, and was planned but unrehearsed. The subject was the institute itself and its effectiveness; and the panel accomplished its object, which was to sum up the ideas and impressions of the three days.

### SPEAKERS

The program was planned around subjects, and speakers were then found for these subjects. It was agreed that the institute should open with a broad, over-all picture of the world situation. For this, Russell Barnes, news commentator for WWJ, the Detroit News, was secured. His views were stimulating and encouraging, and he very generously answered questions for an hour after his talk.

The program time was divided about equally between "book" subjects and "professional" subjects. For the latter, there was a paper by Mark W. Alger of the Municipal League, Ann Arbor, on "The Role of the Library in Municipal Government," in which he gave much valuable information on what was being published on municipal government. Dr. Arthur W. Bromage, Professor of Political Science at the University of Michigan, spoke on "Legislation and Taxation Affecting Libraries." Mildred Limond of the Royal Oak Public Library planned a program on publicity and introduced as her speakers Leslie B. Merritt, Editor of the Livingston County Press, Howell, Michigan, and Mrs. Mary B. Kenan, Librarian of the Muskegon County Library. Mr. Merritt gave a very clear idea of what editors want from librarians in the way of news copy, and Mrs. Kenan made many suggestions about "How to keep the taxpayers library-conscious." Mrs. Cora Farrar, Director of the State-Wide Library Project of the W.P.A., brought news of interest to those operating war information centers, from Washington, where she had recently

been working on the new manual to be published on this subject.

For the "book" side of the program, there were some guests and some M.L.A. members—a very successful combination. One of the highlights of the institute was the delightful talk by Rev. Bryn Evans of Hartland, on "The Welsh Novel and the New World." Using *How Green Was My Valley* as a spring board, he plunged into reminiscences of his boyhood home in Wales, the life there as he remembered it, and as it is reflected in literature. Another guest was Helen Fay of Los Angeles, lecturer on children's literature, who gave a preview of the fall publications with emphasis on the cheerful and humorous books. She had a large assortment of illustrations and book jackets given her by the publishers, many of which stayed at the institute as souvenirs.

A surprise guest author was arranged for through the W. K. Kellogg Foundation who proved to be Mrs. Genevieve Foster, charming author of *George Washington's World*, recently published. Humorously, at times with a whimsical naïveté, she related how the book came to be written, mentioning some of the trials and tribulations attendant on stalking down historical lore for her volume.

From among our own number was Carolyn Dudley of Jackson, who told how she works with the women's groups throughout the county developing book reviews and discussions. Also on the program was Viola Fitch of the Wayne County Library who reviewed the books of Laura Ingalls Wilder as she would do it for a Mothers' Club.

#### RECREATIONAL FEATURES

Life at an institute is not all devoted to the program. With Mrs. Inez Musson of Hartland as leader, much time was spent in singing, and the country dances and games in the evening under her direction became very hilarious. The picnic supper at "The Hollow" with its stories, the trip to Hartland to visit the Cromaïne Library and the fascinating craft shops, topped off by soft music at the Music Hall and a short "pep" talk by Dr. George B. Darling, President of the W. K. Kellogg Foundation, were all

good entertainment. The very air of friendliness and peace at Waldenwoods gave a finishing touch to three delightful and inspiring days.

At Camp Shaw the Michigan Library Association was responsible for the three evening programs and for the music and games. Mrs. Musson was entertainment chief here also, and, judging from the comments, was greatly appreciated. A picnic on the shores of Lake Superior where there were to be pasties was planned; but rain prevented, and the pasties had to be eaten at home.

#### THE CAMP SHAW PROGRAM

An especially fine talk was given by Ruth Craig, Head of Voice Department at the Northern State College of Education, Marquette. For her master's thesis she had collected folk songs of Northern Michigan which she explained and sang most delightfully. Another fine talk was by Stanley D. Newton of the Upper Peninsula Development Bureau who discussed current literature of the war with especial reference to Homer Lea's *The Valor of Ignorance*.

The third evening was spent in a panel discussion led by the chairman on the subject, "Is This the Time to Promote County Library Development?" The consensus of opinion seemed to be that at this time county libraries are especially necessary. If book trucks have to be abandoned for lack of tires or gasoline, it is essential that care be taken that the county library does not deteriorate into a mere "traveling library"—its books circulating about the county by mail. The value of the personal contacts of the librarian with her patrons cannot be overestimated.

Camp Shaw is a large fine camp which will accommodate several hundred people easily and pleasantly. It would be a very good place in which to concentrate several Upper Peninsula meetings. Waldenwoods is so well established as an institute and workshop locale that many Michigan librarians have already developed a "Waldenwoods" habit.

ADELINE COOKE, *Chairman*  
*Committee on Institute*  
*and In-Service Training*

*The Michigan Librarian*

# VOCATIONAL WORKSHOPS *offer* TRAINING OPPORTUNITIES

**D**URING May and August four vocational workshops for librarians were held in various parts of the state, by which the State Board for Libraries made available library training on a sub-professional basis to meet the requirements of the new Certification Code for Librarians in Michigan. Coöperation with the State Board for Vocational Education made possible the use of specialists as lecturers as well as professionally trained librarians as consultants and work-group leaders. At each workshop there were extra-curricular lectures that were highly profitable and enjoyable, as well as musical and recreational programs under the leadership of Mrs. Inez Musson of Hartland.

## REGISTRANTS SEEK CERTIFICATES

Two of the workshops were held at Waldenwoods, Hartland, May 25 to 27, and May 27 to 29; one at Higgins Lake August 9 to 11; and one at Camp Shaw in the Upper Peninsula August 4 to 6. All these locations have outstanding characteristics which attract the camper and tend to make work a pleasure as shown by the registration figures of ninety-three and thirty-nine at Waldenwoods, forty-one at Higgins Lake, and forty-eight at Camp Shaw.

Of those registering at the various workshops, nearly half were interested in obtaining credit toward a certificate. Sixty-nine applied for a certificate of the first grade; twenty-nine for the second grade; three for the third grade; and one for the fourth grade, making one hundred two in all.

## WORKSHOP DISCUSSIONS

At the first workshop, the lecture-discussion group method was used, but after that the lecture-work group proved more effective. The general topics discussed were book selection and library techniques. Helen Clark, Assistant Librarian of the State Library, presented "The Selection of Books for Children" and "Reference Books Essential

to a Small Library," and Cecil McHale, Associate Professor of Library Science at the University of Michigan, and Mrs. Lodisca P. Alway of the State Library staff, presented "Selection of Books for Adults." A study of library techniques which included budget making, ordering, making a shelf-list, and other simple procedures was in charge of Hazel Warren of the Indiana State Library. Trustee relationships were discussed by Mrs. Iva Wight of Charlotte, Marion Packard of Flushing, and Mrs. Gertrude Kunze of Tawas City, all of whom are active trustees in their own libraries.

Problems of service during the present war were brought in through discussions and exhibits on war information material prepared by C. Irene Hayner, Librarian of the University High School Library, Ann Arbor, and Mrs. Henrietta Alubowicz, Librarian of the Belding Public Library.

## WORKSHOP ANSWERS LONG-FELT NEED

As a result of opportunity given to participants for comment and criticism of the plan, method, or program of the workshops, the following suggestions for future planning were received: (1) There should be some division of the group according to size of library served; (2) The program should last longer than three days; (3) The demonstration or work group is more desirable than the discussion group. On the whole, the groups found the workshop very stimulating and felt that it is a direct answer to the need of librarians in small communities as well as of great possible help to trustees. The music and recreation features were felt to be highly desirable also.

At Camp Shaw the workshop program was combined with an institute program sponsored by the Michigan Library Association. Adeline Cooke, Librarian of the Baldwin Public Library, Birmingham, Chairman of the M.L.A. Institute Committee, deserves special credit for her splendid coöperation in

*(Continued on Page 18)*

# Salary, Staff, and Tenure Survey

THIS year, the Michigan Library Association is sponsoring a study of the salaries, education, and experience records of library employees in the state of Michigan. The Committee on Salary, Staff, and Tenure has been delegated to carry on the work connected with this activity.

Some material in this field is now available through the *Cleavinger Survey of Library Personnel and Training Agencies in Michigan*, and the *A.L.A. Classification and Pay Plans for Libraries*. Neither of these surveys, however, is broken down into small enough units to give a detailed picture of actual conditions in Michigan as a whole. Therefore, it has been decided to make a systematic survey of all the libraries in the state. As the best means to this end, a questionnaire has been prepared to be sent to every library worker in Michigan.

A check-mark type of questionnaire has been adopted, one which will require very little effort on the part of the recipient. In order to make the survey as far-reaching as possible, and to provide sufficient material for subsequent study, a varied field of information is covered. The forms are set up to be used on a tabulating device and provide the following subdivisions: Name of Library, Governing Body of the Library, Area Served, Age, Sex, Education, Library Experience, Present Yearly Salary, Hours Per Week of Work, Sick Leave, Vacation Allowance, Type of Retirement Plan, Percentage of Salary Being Contributed to Retirement Plan, and Tenure Provision.

## PURPOSE OF SURVEY

The task has been undertaken with a threefold purpose: (1) To collect accurate facts concerning salary, education, and general status of Michigan librarians; (2) To study the possibilities of a retirement-pension plan for library workers who do not now come under any plan; (3) To formulate recommendations looking toward tenure provisions for librarians.

The wide variation existing at the present

time in salary standards justifies serious consideration and systematic analysis. There is no consistent scale of salaries throughout the state. Results procured through this survey should furnish adequate means for interpreting facts concerning salaries, in terms of relationship of salaries to age, education, experience, work hours per week, etc. The standards which have been set up by the American Library Association could then serve as a basis for comparison and ultimately result in a more evenly balanced salary range.

## PENSIONS AND TENURE FOR LIBRARIANS

Social-legislation having progressed to a point where economic security for the superannuated is deemed a requisite provision, thoughtful attention should be directed toward adequate pensions for librarians. Existing conditions reflect discredit upon the profession. Librarians in public libraries in small communities have no provision for retirement or pension. Library salaries outside of a few larger cities are wholly inadequate to provide economic security in old age. Most smaller municipalities are financially unable to make proper budgetary allowance for retirement funds for librarians. Failure to provide pension systems too often results in using current payrolls for pension purposes.

In view of these facts, the times call for a vigorous, constructive program to be promoted by the State Association and the State Board for Libraries to attain reasonable security for members of our profession. Any such effort should be coupled with a careful study of existing retirement plans. Sending out the questionnaires is the initial step in compiling data relevant to any future action in this direction.

The third objective of this survey is to accumulate information with which to formulate an intelligent, forward-looking program fostering tenure for librarians.

The National Education Association has

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come to the conclusion, after a careful study, that tenure is the minimum protection necessary for the development of an effective teaching profession. Writing in the *American Scholar* in 1940, Henry Meritt Wriston of Brown University stated, "If freedom is the mark of strength, tenure is its symbol. For tenure is the guarantee to the individual that his freedom is real and not a shadow. The problem of tenure has become unusually acute because the times are out of joint."

Tenure does not give anyone a life job. It does not prevent or discourage the removal of incompetent individuals. On the other hand, tenure does encourage competent and public-spirited individuals to make a life career of professional work. It frees workers from unnecessary worries and permits them to devote their entire thought, energy, and time to their professional duties. The American Association of University Professors offers an encouraging example of accomplishment in this field of endeavor. There is little justification for denying such protection to any particular professional group. Adequate tenure provision is only one of several requirements that will be necessary if higher standards in Michigan libraries are to become a reality.

#### LIBRARIANS' COÖPERATION URGED

No project of this size and extent can achieve the maximum benefits possible without the active participation and wholehearted support of every individual engaged in library work in the state. This committee hopes for the earnest coöperation of every such individual in furthering the efforts being made to promote a permanent, progressive policy for the welfare of our professional group.

The survey is planned to proceed as follows: questionnaires are to be mailed first to employees in public libraries; shortly after the opening of the school year the school librarians will be circularized; and finally, the college and university librarians will receive blanks. The mailing is being done in the Library of Wayne University, and any library worker who is missed may apply for a blank by writing to Dr. G. Flint Purdy,

Librarian, Wayne University, Detroit. Responsibility for the early return of the questionnaires rests with each individual.

KATHERINE MADIGAN, *Chairman*  
*Committee on Salary, Staff, and Tenure*

## Current War Thoughts

### —Selected Articles

THE following brief bibliography has been selected with the view to orient our thinking into channels of post-war planning.

- Chubak, Benjamin. *The Librarian: Morale Builder*. *Library Journal*. 67:347-8, April 15, 1942.
- Daniels, Jonathan. *In Home Towns Everywhere, Defense Councils May Outlast the War as Planning Agencies*. *Survey Graphic*. 78:194-6, July, 1942.
- Danton, E. M. *Victory Begins at Home*. *A.L.A. Bulletin*. 36:535-46, September 1, 1942.
- Dean, V. M. *Power and the Peacemakers*. *Survey Graphic*. 31:309-11, July, 1942.
- Goodman, S. J. *Come and Get It; Mass Distribution After the War*. *Harper's Magazine*. 185:376-86, September, 1942.
- Huxley, Julian. *On Living in a Revolution*. *Harper's Magazine*. 185:338-47, September, 1942.
- Lindeman, E. C. *Pursuit of Happiness in Wartime*. *Survey Graphic*. 31:146-9, March, 1942.
- MacLeish, Archibald. *The Image of Victory*. *Atlantic Monthly*. 170:1-6, July, 1942.
- Spigelman, Joseph. *Freedom to Produce, Proposing a Dynamic Post-war Industrial Program*. *Harper's Magazine*. 185:261-69, August, 1942.
- Vocational Guidance for Victory. Occupations*. 21:3-115, September, 1942.
- Walker, C. L. *Civilian Defense—There She Stands*. *Harper's Magazine*. 185:235-44, August, 1942.
- Wallace, H. A. *Price of Free World Victory. Vital Speeches*. 8:482-5, June 1, 1942.
- Winning Both the War and the Peace. Annals of the American Academy of Political and Social Sciences*. 222:1-132, July, 1942.



# M.L.A. NOMINEES FOR OFFICE

1942-43

ACCORDING to the revised constitution of the Michigan Library Association, candidates for elective positions presented by the Nominating Committee of the Association and published in the June, 1942, issue of *The Michigan Librarian*, will be voted upon by mail vote. Ballots are called in by September 30. Returns will be announced at the general business meeting of the Association held on Thursday, October 15.

## BIOGRAPHICAL NOTES

### PRESIDENT

EUDOCIA STRATTON, Assistant Librarian and Head of the Catalog Department at Central Michigan College of Education, Mt. Pleasant, Michigan. Miss Stratton, as First Vice-President, 1941-42, is automatically the President-Elect and is not up for election.

### FIRST VICE-PRESIDENT, 1942-43 AND PRESIDENT-ELECT, 1943-44

CECIL J. McHALE, Associate Professor, Department of Library Science, University of Michigan, Ann Arbor. A. B. L. S., University of Michigan, 1929; Assistant, University of Michigan Library, 1928-29. In charge of circulation, University of North Carolina, 1929-32. Branch Librarian, Public Library of the District of Columbia, 1932-39. Lecturer in Library Science, Catholic University of America, 1937-38. Assistant Professor of Library Science, University of Michigan, 1938-41; Associate Professor, 1941—. Member: Executive Board, District of Columbia Library Association, 1936-37; Executive Board, Michigan Library Association, 1940-41; various committees of the A. L. A.

MARY J. CROWTHER, Librarian, Dorsch Memorial Library, Monroe. Graduated from Carnegie Library School, 1921. Branch Librarian, Levi Heywood Memorial Library, Gardner, Mass., 1921-24. South Branch Librarian (High School and Community Library), Lima, Ohio, 1924-26. Librarian of the Dorsch Memorial Library, Monroe, 1926—. Has served on the following M. L. A. committees: Round Table, Legislative, two

years; District No. 2, Membership Chairman; Michigan representative on A. L. A. Federal Relations Committee; Chairman, Nominating Committee, 1941. In 1934 acted as Vice-Regent of Nancy DeGraff Toll Chapter of the D. A. R.; President of the Monroe Business and Professional Women's Club, 1938-39; Historian and Chairman of Monroe County Historical Society, Museum Committee, 1940-41. At present serving as chairman of the Monroe Civilian Defense Secretarial Service.

### SECOND VICE-PRESIDENT FOR 1942-43

PHYLLIS S. RANKIN, Acting Librarian, Peter White Public Library, Marquette. A. B. L. S., Western Reserve University. Secretary-Treasurer of the Upper Peninsula Library Association, 1939-40. President of the Upper Peninsula Library Association, 1941-42. Second Vice-President, Michigan Library Association, 1941-42. Also Librarian for Marquette County Historical Society.

MAXINE SPRAGUE, Assistant Librarian, Northern Michigan College of Education, Marquette. A. B. L. S. and M. A. L. S. from the University of Michigan. Librarian, Monroe High School, Monroe; Librarian, Central High School and Junior College, Bay City, Michigan. Has served on Membership Committee and of Public Relations Committee of the M. L. A. Chairman, School Library Section, District Meeting of M. E. A.; Secretary, Saginaw Valley Junior Members.

### TREASURER FOR 1942-43

MADELINE DUNN, Librarian, Wayne County Library, Detroit. Pratt Institute School of Library Science, 1929; Cataloger, Antioch College, Yellow Springs, Ohio, 1929-37; Senior Library Assistant, Catalog Department, Detroit Public Library, 1937-39; Head Cataloger, Wayne County Library, 1939-41; Acting County Librarian, Wayne County Library, June-November, 1941; County Librarian, Wayne County Library, December, 1941—. Secretary, Michigan Regional Cataloger's Group, 1938; Secretary-Treasurer,



County and Regional Section of A. L. A., 1942.

FLORENCE SEVERS, Librarian, Grosse Pointe Public Library, Grosse Pointe, Certificate, Library School of the New York Public Library, 1916-17. Assistant and Branch Librarian, Seattle Public Library, 1918-27. Branch Librarian, Wayne County Library, 1928-29. Librarian, Grosse Pointe Public Library, 1929—. Member of M.L.A. Group Relations Committee, Constitutional Committee, Federal Relations Committee; A. L. A. Vice-Chairman, Small Libraries Round Table, 1940-42. Committee for Continuance and Further Status, 1941-42.

#### SECRETARY FOR 1942-43

MRS. IONE ELY DORITY, Librarian, Bureau of Government, University of Michigan, Ann Arbor. B. S., University of Michigan, 1926. Assistant, Detroit Bar Association Library, 1923-25. Reference Assistant, Detroit Public Library, 1927-31; Librarian, Bureau of Government, University of Michigan, 1931—; Member of Special Libraries M. L. A., and American Society of Public Administration. Michigan Library Association, Chairman Reference Section, 1938; Planning Committee, 1940; Secretary, 1941; Special Libraries Association, Chairman, Civic-Social Group, 1931-32; Chairman, Documents Committee, 1937-38; 1938-39; Professional Standards Committee, 1935-40. Co-editor of "Public Administration Libraries, a manual of practice," 1934; revised edition, 1941; various articles and biographies in professional journals.

MRS. LODISCA PAYNE ALWAY, Michigan State Library, Director of State Aid. A. B. L. S., University of Michigan, 1941. W. P. A. District No. 3, Supervisor of Library Project, January-April, 1942. University of Michigan Library, Bindery Office, summer and fall of 1941. Secretary-Treasurer, Michigan Junior Members Round Table, 1939-40; M. L. A. Membership Committee, 1939-40.

#### MEMBERS OF THE EXECUTIVE BOARD, 1942-43

MARGARET L. CHAPMAN, Librarian, Coldwater Public Library, Coldwater. Librarian in Coldwater since 1928. Member of M. L. A. Legislative Committee, 1935-36. Certification Committee, 1937-38. Planning Com-

mittee, 1941-42. Chairman of County Library Section of M. L. A., 1940.

HAZEL M. DEMEYER, Librarian, Holland High School, Holland. B. S. in L. S. Columbia University, School of Library Service, 1939. Librarian, Holland High School Library, 1929—. Circulation Department, Western Michigan College of Education Library, Summer, 1940; Reference Department, Western Michigan College Library, Summer, 1942. Chairman, M. L. A. School Library Section, M. E. A., District No. 4, 1933-34; Chairman M. L. A. District No. 4, 1941-42. Member, Planning Committee, M. L. A., 1941-42.

DOROTHY DOWSETT, Librarian, Jackson Public Library, Jackson. B. S. in L. S. Columbia University. Chairman, M. L. A. Membership Committee in 1937; Chairman of District No. 2, M. L. A., 1940.

VIRGINIA E. SUMMERS, Chief of Circulation, Lansing Public Library, Lansing. A. B. L. S., University of Michigan. Member of M. L. A. Membership Committee, 1941.

#### A. L. A. COUNCILORS

None to be elected this year.

### Recent Appointments

LOLETA D. FYAN, State Librarian, has just been appointed chairman of a sub-committee of the A.L.A. Public Relations Committee, concerned with the stimulation of reading in the four midwestern states, Michigan, Ohio, Illinois, and Wisconsin, on South American relations. The Committee, working under the advisement of Leon Carnovski of the University of Chicago Graduate Library School, will cooperate with the efforts of Nelson A. Rockefeller, Office of the Coordinator of Inter-American Affairs.

Word has been received from the State Library of the temporary appointment in August of ANN F. WHEELER of Lansing as School Library Consultant in the State Library. She began her duties early in September.

EUGENE B. JACKSON of the Technology Department of the Detroit Public Library has been appointed Business Manager of *The Michigan Librarian* in place of ARTHUR YABROFF, who has gone into defense work.

# Proposed Amendments to the M.L.A. Constitution

SINCE the adoption of the new constitution last October, some questions have arisen regarding its provisions; and, as a result, the president requested the Constitution Committee to clarify the provisions in question. The amendments which the committee suggest are herewith presented and will be taken up at the annual meeting to be voted upon by the membership.

C. IRENE HAYNER, *President*

The Constitution Committee of the Michigan Library Association submits the following proposed amendments to the Michigan Library Association Constitution and By-Laws, for consideration at the Michigan Library Association annual meeting, October, 1942.

1. Substitute for By-Laws, Article IV, section 2, paragraph 1: The Nominating Committee shall nominate not less than two candidates for each of the following offices: First Vice-President, Second Vice-President, Secretary, and Treasurer; for two members of the Executive Board; for councilor (or councilors) to the American Library Association; and to fill vacancies.

2. Substitute in Article VII, section 1, first sentence, the word *Publications* for the word *Editorial*, and insert it in its alphabetical place. The sentence would then read, "The President shall appoint, subject to the approval of the Executive Board, the following standing committees: Legislative, Membership, Planning, Public Relations, Publications, and Salary, staff and tenure."

3. Substitute for Article VIII, section 1 the following: Section 1. Publications Committee. All publications of the Association shall be the responsibility of a Publications Committee whose activities shall be subject to authorization and approval of the Executive Board. It shall consist of five members chosen to represent, as far as possible, the various types of activities of the Association, with the Editor and Business Manager of the official organ as additional members, ex officio.

4. Substitute for Article VIII, section 2, second sentence: "There shall be an Editor appointed by the President upon advice of the Publications Committee and with the approval of the Executive Board."

SAMUEL MCALLISTER

FLORENCE H. SEVERS

MABEL L. CONAT, *Chairman*

*M.L.A. Constitution Committee*

## Wartime Action

(Continued from Page 10)

vention of inflation, and the meeting of the consumer needs of civilians. In this area, schools will find it important to provide for instruction and action relating to understanding and controlling inflation, the salvage of scrap, the conservation of all of the goods and services that we use, the sale of war bonds and stamps, sharing through rationing, and the use of substitutes.

There is a stirring challenge to all educational institutions in the present situation—a challenge and a fine opportunity not only to make a significant contribution to the winning of the war, but to further a sound and accelerated progress in the improvement of education. Here is an opportunity for teachers in various subject fields and at various grade levels to undertake a unified and intensive attack upon problems affecting the lives of every man, woman, and child in the United States—and in the world!

## Vocational Workshops

(Continued from Page 13)

working out this program. Institute programs were held in the evenings; the workshop was in progress during the day.

Altogether, both the committee and the participants felt that all four workshops were highly successful from the standpoint of attendance, interest, and results obtained. They constitute one more step in the direction of in-service training for librarians in Michigan.

# Michigan Library Association

## Constitution and By-Laws

### ARTICLE I—NAME

The name of this Association shall be the Michigan Library Association.

### ARTICLE II—OBJECT

The object of the Association shall be to promote the library interests of the State of Michigan.

### ARTICLE III—MEMBERSHIP

Section 1. *Active Members.* Any person interested in the object of the Association may become an active member upon payment of the dues provided for in the By-Laws.

Sec. 2. *Institutional Members.* Libraries and other organizations interested in the work of the Association and approved by the Executive Board may become institutional members of the Association upon payment of the dues provided for in the By-Laws.

Sec. 3. *Honorary Members.* On nomination of the Executive Board, persons who have rendered important service to library interests may be elected honorary members by a vote of the members present at any annual meeting of the Association.

Sec. 4. *Retired Members.* Persons who have been permanently retired from active library service may, on application, become members of the Association upon payment of the dues provided for in the By-Laws.

Sec. 5. *Suspension and Reinstatement.* The membership of any individual or organization may be suspended by a two-thirds vote of the Executive Board. A suspended member may be reinstated by the unanimous vote of the Executive Board.

### ARTICLE IV—OFFICERS AND MANAGEMENT

Section 1. *Officers.* The officers of the Association shall be a President, a First Vice-President who shall be the president-elect, a Second Vice-President, a Secretary, and a Treasurer, who shall perform the duties pertaining to their respective offices and such other duties as may be approved by the Executive Board.

Sec. 2. *Executive Board.* The administration of the affairs of the Association shall be vested in the Executive Board which shall consist of the officers of the Association together with two other members elected by the Association. The

officers and the two other members of the Executive Board shall be elected at each annual meeting of the Association and shall serve until the adjournment of the meeting at which their successors are chosen, except the Treasurer, whose term of office shall coincide with the fiscal year. The Executive Board shall conduct all business pertaining to the Association between annual and other meetings of the Association and shall perform such specific duties as may be given to it in the Constitution and By-Laws.

Sec. 3. *Advisory Council.* The chairmen of districts and the chairmen of standing committees shall constitute the Advisory Council of the Association. It shall meet with the Executive Board of the Association at least once a year, upon call of the President of the Association, for the purpose of coordinating plans and programs of action of the several functional units of the Association.

### ARTICLE V—MEETINGS

Section 1. *Annual Meeting.* There shall be an annual meeting of the Association at such place and time as may be determined by the Executive Board.

Sec. 2. *Special Meetings.* Special meetings of the Association may be called by the Executive Board, and shall be called by the President on request of fifty members of the Association. One month's notice shall be given and only business specified in the call shall be transacted.

### ARTICLE VI—DISTRICTS

Section 1. *Organization and Membership.* The state shall be divided into library districts, the boundaries of which may be fixed and/or changed by the Association at its annual meeting provided notice of the proposed change has been given in the call for the meeting. Membership in the district organization shall not be limited to members of the Association. However, voting upon a matter pertaining solely to policies of the Association shall be limited to members of the Association. Each district shall have at least one meeting in the first six months of each calendar year.

Sec. 2. *Officers.* Each district shall elect a Chairman, a Vice-Chairman who shall be chairman-elect, and a Secretary-Treasurer at such time and in such manner as shall be determined by a

majority of the voting members of that district, except that the term of office shall coincide with the elective year of the Association, beginning with the adjournment of the annual meeting of the Association and ending with the adjournment of the next succeeding annual meeting. All officers shall be members of the Association.

#### ARTICLE VII—SECTIONS

Section 1. By petition to the Executive Board any group of twenty or more members of the Association representing a field of activity in general distinct from those of existing sections may organize a section upon recommendation of the Executive Board and upon vote of the Association at any annual meeting. Sections shall be composed only of Association members. The Association by a vote at its annual meeting may discontinue a section upon the recommendation of the Executive Board when in its opinion the usefulness of that section has ceased.

Sec. 2. Each section shall have autonomy in and responsibility for its own affairs and the expenditure of its funds subject to the restrictions imposed by the Constitution and By-Laws of the Association. Each section may close its meetings to all but its own members. It may have meetings at other times and places than the time and place of the annual meeting of the Association, and shall elect its officers at such time and in such manner as shall be determined by a majority of the voting members of that section, except that the term of office shall coincide with the elective year of the Association, beginning with the adjournment of the annual meeting of the Association, and ending with the adjournment of the next succeeding annual meeting. In the event that the annual meeting of the Association is held jointly with, or at the same time and place as, other library associations, and no meeting of a section is held, the officers of that section may hold office until the next annual meeting of the Association.

Sec. 3. No authority is granted any section, district, board, or committee, except the Executive Board of the Association, to commit the Association as such by any declaration of policy or to incur expense on behalf of the Association except on specific authorization from the Executive Board, or by vote of the Association at its annual meeting.

#### ARTICLE VIII—AFFILIATION WITH A.L.A.

Section 1. This Association shall become a chapter of the A.L.A. as provided in the By-Laws of the A.L.A.

Sec. 2. Councilors to the A.L.A. shall be elected by the Association for the term of office provided

in the By-Laws of the A.L.A. and shall take office at the A.L.A. Annual Conference following their election.

Sec. 3. The President of the Association shall have the power to appoint substitutes for its regularly elected councilors if such councilors cannot attend a meeting of the A.L.A. council.

#### ARTICLE IX—BY-LAWS

Section 1. By-Laws may be adopted and amended by a majority vote of the members of the Association present at any annual business meeting of the Association upon a written recommendation of the Executive Board, or of a Committee on Constitution and By-Laws appointed by the President. Any by-law may be suspended by a two-thirds vote of those present and voting at any meeting of the Association.

#### ARTICLE X—AMENDMENTS

This Constitution may be amended by a two-thirds vote of members present at any general session of any annual meeting of the Association, upon a written recommendation of a Committee on Constitution and By-Laws appointed by the President, provided that a copy of the proposed amendments be sent to each member of the Association at least three weeks previous to the meeting.

#### BY-LAWS

##### ARTICLE I—DUES AND FEES

Section 1. *Active Members.* The annual dues for active members shall be one dollar and fifty cents (\$1.50) and shall be payable to the Treasurer on the first of January.

Sec. 2. *Institutional Members.* The annual dues for institutional members shall be two dollars and fifty cents (\$2.50) and shall be payable to the Treasurer on the first of January.

Sec. 3. *Honorary Members.* There shall be no dues for honorary members.

Sec. 4. *Retired Members.* The annual dues for retired members shall be one half the dues for active members and shall be payable to the Treasurer on the first of January.

Sec. 5. *Unpaid Dues.* Members whose dues are unpaid by March 1 of each year and who shall continue such delinquency for one month after notice of the same has been sent shall be dropped from membership. Lapsed members may be reinstated upon payment of dues for the current year.

Sec. 6. *Registration.* The Executive Board may fix a registration fee for all persons attending any meeting of the Association.

#### ARTICLE II—MEMBERSHIP RIGHTS AND PRIVILEGES

Section 1. All members of the Association shall have the right to vote. An institutional member

shall have one vote and must register with the Secretary the name of the person authorized to cast its official vote. If there shall be no such person designated, or if at any meeting such person be not present, the vote may be cast by the chief executive officer of such institution and no one else. All personal members shall have the right to hold office.

#### ARTICLE III—QUORUM

Section 1. Fifty members shall constitute a quorum of the Association for the transaction of business.

#### ARTICLE IV—NOMINATIONS AND ELECTIONS

Section 1. *Nominating Committee.* The President of the Association shall appoint not later than three months after the last annual meeting a committee consisting of one representative from each of the several districts to nominate candidates for the elective positions of the Association. The names of the members of the committee shall be published in the first number of the official organ of the Association issued after the beginning of the calendar year in order that members of the Association may have opportunity to send recommendations for nominations to the Committee.

Sec. 2. *Nominations.* The Nominating Committee shall nominate candidates for the positions of First Vice-President, Second Vice-President, Secretary, and Treasurer; for two members of the Executive Board; for councilor (or councilors) to the A.L.A.; and to fill vacancies.

The Nominating Committee shall report nominations to the Secretary not less than six months prior to the annual meeting. Nominations shall be published by the Secretary in the official publication of the Association not less than four months before the annual meeting.

Nominations other than those by the Nominating Committee, signed by not less than ten members of the Association, shall be filed with the Secretary not less than three months before the annual meeting and must be accompanied by written consent of the nominee.

Sec. 3. *Elections.* Elections to elective positions for the Association shall be made by mail vote in such manner as the Executive Board shall determine. The candidate receiving the largest number of votes shall be elected. In case of a tie vote the successful candidate shall be determined by lot.

#### ARTICLE V—VACANCIES

Section 1. *Elective Positions.* Appointments to fill vacancies in elective positions of the Association (except in the office of President) shall be made by the Executive Board for the duration

of the term of office, when that term is not more than one year. When the term exceeds one year, appointments shall be made until the next annual meeting.

A vacancy in the office of President shall be filled for the remainder of the term by the First Vice-President. This succession shall not prevent a person who succeeds to the presidency because of a vacancy from serving his normal term as president the next year, as is provided in the Constitution.

If vacancies occur in the offices of President and First Vice-President within the same term, the Executive Board shall elect as President one of the members of the Executive Board for the remainder of the term. When a regular election is held, a President and a First Vice-President shall be elected.

Sec. 2. *Committee Appointments.* Appointments to fill vacancies on a committee of the Association shall be made by the President unless otherwise provided in the By-Laws.

Sec. 3. *Districts.* A vacancy in the office of Chairman shall be filled for the remainder of the term by the Vice-Chairman. A vacancy in the office of Vice-Chairman shall continue until the next annual meeting.

If vacancies occur in the offices of Chairman and Vice-Chairman within the same term, the President of the Association shall appoint a temporary chairman subject to the approval of the Executive Board, to serve for the remainder of the term. When a regular election is next held, a Chairman and a Vice-Chairman shall be elected.

In the event of a vacancy in the office of Secretary-Treasurer, the District Chairman shall make an appointment for the unexpired term.

#### ARTICLE VI—FINANCES

Section 1. The power to administer the funds of the Association shall be vested in the Executive Board. It shall reimburse officers, sections, districts, and committees for expenditures for work of the Association which have been authorized by the Executive Board, or by vote of the Association at its annual meeting.

Sec. 2. The Treasurer shall keep a record of all funds of the Association; shall disburse the funds only on the authorization of the Executive Board, or by vote of the Association at its annual meeting, and shall pay such bills as are approved and countersigned by the President. At each annual business meeting of the Association, the Treasurer shall present a report covering the condition of the finances at that time, and shall present to the Executive Board a final report immediately following the end of the fiscal year.



This report shall be published in the official organ of the Association in the first issue of each calendar year. The Treasurer shall be bonded and the premium paid by the Association.

Sec. 3. An audit of the funds of the Association shall be made within two weeks before the annual meeting and a written report shall be submitted by the auditors at the business session of each annual meeting. Immediately following the close of the fiscal year an audit of the funds of the Association shall be made and the report of the auditors published in the official organ of the Association in the first issue of each calendar year.

#### ARTICLE VII—COMMITTEES

Section 1. *Standing Committees.* The President shall appoint subject to the approval of the Executive Board the following standing committees: Editorial, Legislative, Membership, Planning, Public Relations, and Salary, staff and tenure. Members of standing committees shall be appointed by the President to serve for overlapping terms of two years each, and may be reappointed for a second consecutive term, but not for a third. On the first appointments following the adoption of this article, the President shall designate the length of the terms of the appointments so that terms of half the members of each committee, as nearly as may be, shall expire each year.

Sec. 2. *Special Committees.* The President may appoint special committees subject to the approval of the Executive Board. The term of appointment for members of special committees shall be for one year.

Sec. 3. The President shall serve as an ex-officio member of all committees.

#### ARTICLE VIII—PUBLICATIONS

Section 1. *Editorial Committee.* All publishing activities of the Association shall be under the general direction of the Executive Board. There shall be an Editorial Committee to advise upon material for publication. It shall consist of five members chosen to represent as far as possible the various types of activities of the Association, and in addition the Editor and Business Manager of the official organ.

Sec. 2. *Official Organ.* The *Michigan Librarian* shall be the official organ of the Association and shall be sent to all members of the Association in good standing. The Editorial Committee together with an Editor, appointed by the President upon advice of the Editorial Committee and with the approval of the Executive Board, shall have responsibility for material appearing

in the official organ. The Treasurer of the Association shall be the Business Manager of the official organ.

#### ARTICLE IX—OFFICIAL YEARS

Section 1. *Membership Year.* The membership year of the Association shall be the calendar year.

Sec. 2. *Fiscal Year.* The fiscal year of the Association shall be the calendar year.

Sec. 3. *Elective and Appointive Year.* The term of office for elective and appointive positions of the Association filled annually shall be the period beginning with the adjournment of the annual meeting and ending with the adjournment of the next succeeding annual meeting, except that the term of office of the Treasurer shall coincide with the fiscal year and that the term of office of Councilors to the A.L.A. shall be as provided in the By-laws of the A.L.A. Terms of office for elective positions occupied longer than one year shall be calculated from the adjournment of the annual meeting.

#### ARTICLE X—RULES OF ORDER

Section 1. The rules contained in Robert's Rules of Order shall govern the Association in all cases to which they are applicable, and in which they are not inconsistent with the Constitution and By-Laws.

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